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ABSTRACT

This annual salary survey compiles data about compensation received by employees in Illinois' 49 public community colleges. Gathered by the Illinois Community College Board (ICCB), the report contains data for fiscal year 1999 on contractual base salaries for full-time faculty; salary rates for part-time faculty, full-time faculty overload and summer term; salary schedules for full-time faculty with a master's degree; and institutional policies related to faculty salaries. Furthermore, there is data pertaining to contractual base salaries for other (non-teaching) professional and administrative staff, salaries paid to selected administrators, a summary of fiscal year 1999 monthly classified and other (non-teaching) professional staff salaries; and fringe benefits for full-time employees. Finally, the report provides fiscal year 1999 mean percentage salary increases for all employees, average total salary actually paid, and statewide average annual contractual salaries in Illinois Public Community Colleges for fiscal years 1995 to 1999. The statewide data compilation is divided into seven peer groups, which are based on college enrollment (semester), geographic location, and financial data. Highlights include the weighted average total salaries actually paid in the fiscal year 1998: faculty members (9 and 12 months) earned $56,516, administrators (12 months) earned $61,289, and other (non-teaching) professionals (9 and 12 months) earned $38,201. (JP)

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ED 429 638

Fiscal Year 1999 Salary Report

for the

Illinois Public Community Colleges

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HIGHLIGHTS OF THE FISCAL YEAR 1999 SALARY REPORT

1. Fiscal Year 1998 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 1997 and June 30, 1998.

Faculty (9 and 12 month)	$58,516
Administrative (12 month)	$61,289
Other (Nonteaching) Professional (9 and 12 month)	$38,201

2. Fiscal Year 1998 Average Cost of Fringe Benefits for Full-Time Employees.

Full-Time Faculty (9 month)	$ 5,501
Administrative (12 month)	$ 5,326
Other (Nonteaching) Professional (9 month)	$ 5,810
Classified (12 month)	$ 5,125

3. Fiscal Year 1999 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month)	$53,417
Administrative (12 month)	$61,563
Other (Nonteaching) Professional (9 month)	$50,400

4. Fiscal Year 1999 Average Salary Rates.

Part-Time Faculty Rate	$408/credit hour
Full-Time Faculty Overload Rate	$564/credit hour
Full-Time Faculty Summer Rate	$658/credit hour

5. Fiscal Year 1999 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience)	$29,344
Master's Degree, Plus Zero Hours (5 Years Experience)	$33,976
Master's Degree, Maximum Hours (5 Years Experience)	$40,734
Master's Degree, Maximum Hours (Maximum Experience)	$63,770

FISCAL YEAR 1999 SALARY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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INTRODUCTION

Data about compensation received by employees in Illinois' 49 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 1999 Salary Report* reflect the census date of October 1, 1998. Data are included for Metropolitan Community College because the college was operational as of the census date. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

Data are presented by peer groups with statewide totals. The seven peer groups are based on a combination of college enrollment (semester), geographic location, and financial data:

I Headcount enrollment of less than 3,000, downstate, located in or near communities of less than 50,000 population.
II Headcount enrollment of approximately 3,000 to 4,000, downstate, located in or near communities of less than 50,000 population.
III Headcount enrollment greater than 4,000, downstate, located in or near communities of less than 50,000 population.
IV Located downstate and in urbanized areas.
V Headcount enrollment less than 10,000, located in the Chicago metropolitan area.
VI City Colleges of Chicago.
VII Headcount enrollment greater than 10,000, located in the Chicago metropolitan area.

Peer groups are separated by solid lines in the tables. As you move from top to bottom down the table, the groupings generally correspond to districts with higher enrollments in more urbanized environments. Within each peer group, the colleges are listed in alphabetical order.

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 1998 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

EMPLOYEE GROUPS

Descriptions of the employee groups used in this report are provided below. These categories correspond with *Fiscal Management Manual* salaries expenditures codes.

Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Administrative Staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included.

Classified Staff include clerical and custodial/maintenance staff. Clerical personnel engage in the process of keeping records and processing information upon the request and direction of college professional staff. Custodial/maintenance staff engage in housekeeping and the maintenance or repair of college facilities and equipment.

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

Section I

FISCAL YEAR 1999 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1999. Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 1999 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low -	High	
Low Faculty Salaries	$15,000	$36,684	$27,873
Average Faculty Salaries	$34,509	$70,843	$53,417*
High Faculty Salaries	$48,866	$100,941	$67,167
Median Faculty Salaries	$33,705	$77,738	$48,761

*Weighted

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Table 2

FISCAL YEAR 1999 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	5	$29,200	$35,535	$38,625	$44,805	$50,470	$39,727
SANDBURG	57	27,370	36,170	44,080	50,270	59,790	43,760
SHAWNEE	40	29,707	34,340	39,499	44,726	57,335	40,711
SOUTHEASTERN	53	18,200	34,044	37,187	47,400	58,399	40,464
SPOON RIVER	37	24,683	34,260	40,092	44,043	52,303	39,078
WOOD	31	27,352	31,322	33,705	36,050	48,866	34,509
DANVILLE	48	28,630	31,629	35,367	42,571	53,010	37,837
HIGHLAND	46	30,840	44,533	47,370	53,662	63,345	49,170
KASKASKIA	50	27,824	37,596	46,368	54,764	57,721	45,550
KISHWAUKEE	69	23,000	33,075	39,656	47,870	65,376	40,996
REND LAKE	62	19,000	39,070	41,948	47,152	54,438	42,781
SAUK VALLEY	49	26,717	33,064	40,603	43,982	55,899	40,498
ILLINOIS EASTERN	92	24,690	32,474	38,044	43,444	55,078	38,019
ILLINOIS VALLEY	66	31,250	34,325	39,100	55,370	57,850	43,043
KANKAKEE	55	15,634	39,973	48,400	57,030	72,186	48,301
LAKE LAND	98	21,280	33,695	37,873	44,991	62,911	40,646
LEWIS & CLARK	78	32,216	39,324	51,541	54,781	65,121	48,163
LOGAN	98	30,246	39,719	45,249	51,048	61,999	45,951
MC HENRY	77	29,000	44,660	51,910	60,320	69,890	51,522
BELLEVILLE	113	32,346	38,721	46,255	62,265	72,843	50,717
BLACK HAWK	135	27,388	44,234	52,899	59,306	59,050	50,062
HEARTLAND	25	28,000	33,442	38,800	41,168	56,965	38,891
ILLINOIS CENTRAL	167	27,000	34,835	45,860	53,160	62,110	44,258
LINCOLN LAND	119	32,260	44,169	51,650	59,791	67,933	51,171
PARKLAND	145	29,408	39,596	50,456	60,868	71,914	50,195
RICHLAND	58	30,015	35,415	44,234	51,361	57,037	43,398
ROCK VALLEY	115	32,255	39,653	49,507	57,938	66,086	49,141
ELGIN	107	33,990	55,887	71,040	76,889	78,764	65,591
MORTON	49	33,818	42,342	51,700	60,327	68,661	51,769
PRAIRIE STATE	75	28,800	40,432	48,941	56,787	80,351	50,008
SOUTH SUBURBAN	119	15,000	40,997	50,367	64,964	76,952	52,495
WAUBONSEE	66	33,184	42,752	47,057	55,660	64,500	48,378
CHICAGO	680	31,669	51,114	62,973	72,473	89,554	61,837
DUPAGE	270	34,268	55,833	62,589	71,112	77,942	62,374
HARPER	186	25,955	44,510	60,221	77,957	83,026	60,589
JOLIET	152	31,200	40,970	55,239	68,903	100,941	56,778
LAKE COUNTY	155	18,239	61,407	77,738	81,979	76,454	70,843
MORAINE VALLEY	153	27,842	42,356	52,548	62,256	90,050	52,892
OAKTON	133	36,684	52,003	68,514	77,941	83,976	64,840
TRITON	151	28,779	52,936	65,223	73,675	79,569	61,003
TOTAL/AVERAGES	4284	$27,873	$40,560	$48,761	$56,776	$67,167	$53,417
Lowest Low/Highest High		$15,000				$100,941	

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 1999 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	--	--	--	--	--	--	--
SANDBURG	--	--	--	--	--	--	--
SHAWNEE	2	24,799	24,799	32,965	41,130	41,130	32,965
SOUTHEASTERN	5	28,152	30,793	31,687	36,468	42,817	33,983
SPOON RIVER	--	--	--	--	--	--	--
WOOD	13	18,617	31,440	37,727	40,446	50,133	36,110
DANVILLE	2	39,668	39,668	55,704	71,739	71,739	55,704
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	--	--	--	--	--	--	--
KISHWAUKEE	--	--	--	--	--	--	--
REND LAKE	--	--	--	--	--	--	--
SAUK VALLEY	1	55,357	55,357	55,357	55,357	55,357	55,357
ILLINOIS EASTERN	16	27,659	36,879	36,879	36,879	39,708	36,480
ILLINOIS VALLEY	1	60,050	60,050	60,050	60,050	60,050	60,050
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	2	37,739	37,739	43,401	49,062	49,062	43,401
LEWIS & CLARK	--	--	--	--	--	--	--
LOGAN	1	32,964	32,964	32,964	32,964	32,964	32,964
MC HENRY	--	--	--	--	--	--	--
BELLEVILLE	1	89,553	89,553	89,553	89,553	89,553	89,553
BLACK HAWK	2	52,088	52,088	55,726	59,363	59,363	55,726
HEARTLAND	26	36,532	40,573	42,759	45,827	52,671	43,283
ILLINOIS CENTRAL	1	46,005	46,005	46,005	46,005	46,005	46,005
LINCOLN LAND	--	--	--	--	--	--	--
PARKLAND	1	70,423	70,423	70,423	70,423	70,423	70,423
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	8	27,329	32,180	35,596	37,921	38,885	34,701
ELGIN	--	--	--	--	--	--	--
MORTON	--	--	--	--	--	--	--
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	--	--	--	--	--	--	--
WAUBONSEE	--	--	--	--	--	--	--
CHICAGO	66	31,204	35,201	42,730	50,509	61,787	43,739
DUPAGE	--	--	--	--	--	--	--
HARPER	--	--	--	--	--	--	--
JOLIET	--	--	--	--	--	--	--
LAKE COUNTY	--	--	--	--	--	--	--
MORAINE VALLEY	--	--	--	--	--	--	--
OAKTON	--	--	--	--	--	--	--
TRITON	--	--	--	--	--	--	--
TOTAL/AVERAGES	148	$37,965	$40,313	$43,323	$46,354	$48,726	$42,180
Lowest Low/Highest High		$18,617				$89,553	

-- = Not Applicable
SOURCE OF DATA: Salary Submission (C1)

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Section II

FISCAL YEAR 1999 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1999.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 1999 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Highest	Average
Part-time Faculty Rates	$250	$665	$408
Overload Rates (Full-time Faculty)	$250	$1,281	$564
Summer Term Rates (Full-time Faculty)	$300	$1,892	$658

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Table 5

FISCAL YEAR 1999 AVERAGE PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
METROPOLITAN	$450	$450	$450
SANDBURG	379	374	497
SHAWNEE	300	400	300
SOUTHEASTERN	300	525	650
SPOON RIVER	330	1,281	1,050
WOOD	360	375	350
DANVILLE	330	375	405
HIGHLAND	362	771	771
KASKASKIA	340	459	459
KISHWAUKEE	353	1,050	882
REND LAKE	333	725	725
SAUK VALLEY	375	400	400
ILLINOIS EASTERN	250	250	375
ILLINOIS VALLEY	400	400	495
KANKAKEE	400	534	562
LAKE LAND	380	425	425
LEWIS & CLARK	440	445	445
LOGAN	397	468	556
MC HENRY	429	451	442
BELLEVILLE	398	748	770
BLACK HAWK	494	638	638
HEARTLAND	450	450	550
ILLINOIS CENTRAL	434	600	1,284
LINCOLN LAND	414	635	603
PARKLAND	581	630	705
RICHLAND	404	471	684
ROCK VALLEY	421	503	618
ELGIN	400	575	675
MORTON	410	474	474
PRAIRIE STATE	345	400	300
SOUTH SUBURBAN	340	759	831
WAUBONSEE	415	480	547
CHICAGO	665	976	1,892
DUPAGE	535	555	1,494
HARPER	540	540	540
JOLIET	382	485	465
LAKE COUNTY	470	505	495
MORAINE VALLEY	350	802	1,123
OAKTON	564	585	585
TRITON	391	581	796
AVERAGES	$408	$564	$658

DNA - Data Not Available
SOURCE OF DATA: Salary Submission(C2)

Section III

SALARIES BASED ON FISCAL YEAR 1999 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 1999 salary schedule ranges and averages for master's degree faculty is shown in Table 6.

Table 7 provides the fiscal year 1999 salary schedule salaries at each community college in Illinois. These salaries are based on the **salary schedules** at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 1999 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Base Salary Schedule Categories	District Range Low	District Range High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$24,665	$36,478	$29,344
Master's Degree, Plus Zero Hours (5 Years Experience)	$27,439	$44,873	$33,976
Master's Degree, Maximum Hours (5 Years Experience)	$30,834	$55,442	$40,734
Master's Degree, Maximum Hours (Maximum Experience/Highest Salary)	$35,483	$91,524	$64,591

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH MASTERS DEGREES AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1999

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Master's Degree Max. Hours Max. Exp.
METROPOLITAN	--	--	--	--
SANDBURG	--	--	--	63,060
SHAWNEE	30,339	33,939	38,544	57,984
SOUTHEASTERN	28,807	32,735	37,318	57,745
SPOON RIVER	26,000	30,720	36,963	60,563
WOOD	27,890	30,440	34,790	52,563
DANVILLE	29,000	--	--	53,010
HIGHLAND	30,840	37,409	45,952	61,649
KASKASKIA	26,833	30,384	36,664	56,021
KISHWAUKEE	--	--	--	--
REND LAKE	29,600	35,580	38,715	58,234
SAUK VALLEY	24,665	27,439	30,834	55,899
ILLINOIS EASTERN	24,710	--	--	47,933
ILLINOIS VALLEY	30,350	32,150	40,700	57,850
KANKAKEE	25,682	30,502	37,109	62,770
LAKE LAND	28,365	30,990	32,022	35,483
LEWIS & CLARK	32,216	35,067	38,166	60,094
LOGAN	30,159	34,544	40,074	61,999
MC HENRY	29,000	35,960	47,270	69,890
BELLEVILLE	33,675	37,179	40,553	57,323
BLACK HAWK	27,388	31,670	35,573	60,013
HEARTLAND	--	--	--	--
ILLINOIS CENTRAL	26,350	--	--	62,110
LINCOLN LAND	28,692	31,033	35,924	64,698
PARKLAND	28,883	31,019	33,663	66,587
RICHLAND	25,400	30,015	36,856	57,037
ROCK VALLEY	29,577	--	--	63,469
ELGIN	31,184	36,797	50,153	78,765
MORTON	33,819	39,941	44,547	66,108
PRAIRIE STATE	27,800	30,353	37,628	66,605
SOUTH SUBURBAN	28,544	34,987	43,218	71,901
WAUBONSEE	31,278	37,683	43,256	63,250
CHICAGO	30,304	36,138	49,421	91,524
DUPAGE	29,541	36,040	49,015	77,942
HARPER	31,477	35,703	50,159	83,026
JOLIET	34,078	36,739	42,450	70,659
LAKE COUNTY	36,478	44,873	55,442	81,979
MORAINE VALLEY	27,285	30,719	34,452	76,486
OAKTON	32,095	35,154	45,011	83,976
TRITON	28,073	33,315	41,048	73,675
AVERAGES	$29,344	$33,976	$40,734	$64,591

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C2)

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1999

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty. Table 9 shows these institutional policies for each college. Thirty-seven public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1999

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	27	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	14	20	15
Average Weekly Office/Academic Advising Hours	4	15	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	35

Illinois Community College Board
Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1999

District/College	Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/ Adv. Hours	Length of Academic Year - in Weeks	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
METROPOLITAN	30	15	5	40	No	–	–	No	No	–
SANDBURG	30	15	5	32	Yes	Yes	3	Yes	Yes	IEA/NEA
SHAWNEE	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
SOUTHEASTERN	30	15	15	37	Yes	Yes	3	Yes	Yes	IEA/NEA
SPOON RIVER	30	15	8	34	Yes	Yes	2	Yes	Yes	IEA/NEA
WOOD	30	15	10	30	No	–	–	Yes	No	–
DANVILLE	30	15	10	35	Yes	Yes	3	Yes	Yes	IEA/NEA
HIGHLAND	32	16	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KASKASKIA	30	20	5	32	Yes	Yes	4	Yes	Yes	IFT/AFT
KISHWAUKEE	30	17	5	34	Yes	Yes	4	No	Yes	IFT/AFT
REND LAKE	32	18	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
SAUK VALLEY	30	15	7	34	Yes	Yes	3	Yes	Yes	IEA/NEA
ILLINOIS EASTERN	30	–	5	39	Yes	Yes	3	No	Yes	IEA/NEA
ILLINOIS VALLEY	30	15	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KANKAKEE	30	15	8	40	Yes	Yes	3	Yes	Yes	IFT/AFT
LAKE LAND	30	15	15	34	Yes	Yes	3	Yes	Yes	IFT/AFT
LEWIS & CLARK	30	15	10	32	Yes	Yes	3	Yes	Yes	IEA/NEA
LOGAN	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
MC HENRY	–	15	5	30	Yes	Yes	4	Yes	Yes	IEA/NEA
BELLEVILLE	30	15	10	36	Yes	Yes	3	Yes	Yes	AAUP,IFT/AFT
BLACK HAWK	30	16	5	33	Yes	Yes	4	Yes	Yes	IFT/AFT
HEARTLAND	30	15	10	32	No	–	–	No	No	–
ILLINOIS CENTRAL	30	15	5	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
LINCOLN LAND	30	15	6	32	Yes	Yes	4	Yes	Yes	IFT/AFT
PARKLAND	32	16	5	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
RICHLAND	30	14	5	32	Yes	Yes	3	Yes	Yes	IFT/AFT
ROCK VALLEY	30	15	5	39	Yes	Yes	2	Yes	Yes	Faculty Assn.
ELGIN	30	–	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT
MORTON	30	15	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
PRAIRIE STATE	30	15	5	34	Yes	Yes	3	Yes	Yes	IFT/AFT
SOUTH SUBURBAN	30	15	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
WAUBONSEE	30	17	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
CHICAGO	27	15	4	37	Yes	Yes	4	Yes	Yes	IFT/AFT
DUPAGE	30	15	10	34	Yes	Yes	5	Yes	Yes	IEA/NEA
HARPER	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
JOLIET	30	15	5	30	Yes	Yes	3	Yes	Yes	IFT/AFT
LAKE COUNTY	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
MORAINE VALLEY	30	–	4	34	Yes	Yes	3	Yes	Yes	IFT/AFT
OAKTON	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
TRITON	30	14	5	32	Yes	Yes	3	Yes	Yes	IFT/AFT
TOTALS/AVERAGES	30	15	7	35	N = 3 Y = 37	N = 0 Y = 37	2 = 2 3 = 28 4 = 6 5 = 1	N = 4 Y = 36	N = 3 Y = 37	IEA/NEA = 12 IFT/AFT = 22 Fac Assn = 3 AAUP = 1

SOURCE OF DATA: Salary Submission (C2)

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Section V

FISCAL YEAR 1999 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1999 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include professional/technical, academic support, and supervisory staff. Professional technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $50,580. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $35,943.

Table 10

SUMMARY OF FISCAL YEAR 1999 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Salaries (9 month)	$13,977	$58,011	$32,776
Lowest Salaries (12 month)	$11,980	$35,820	$20,271
Average Salaries (9 month)	$19,000	$72,927	$50,580*
Average Salaries (12 month)	$27,014	$44,714	$35,943*
Highest Salaries (9 month)	$19,000	$83,976	$54,677
Highest Salaries (12 month)	$35,820	$86,454	$57,559
Median Salaries (9 month)	$19,000	$76,893	$44,637
Median Salaries (12 month)	$24,146	$44,200	$32,371

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 1999 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	1	$19,000	$19,000	$19,000	$19,000	$19,000	$19,000
SANDBURG	5	22,635	33,020	37,570	43,350	43,350	35,985
SHAWNEE	--	--	--	--	--	--	--
SOUTHEASTERN	5	13,977	31,949	37,842	38,000	38,234	32,000
SPOON RIVER	1	43,769	43,769	43,769	43,769	43,769	43,769
WOOD	1	36,074	36,074	36,074	36,074	36,074	36,074
DANVILLE	3	14,315	14,315	26,091	32,945	32,945	24,450
HIGHLAND	1	57,000	57,000	57,000	57,000	57,000	57,000
KASKASKIA	4	28,080	33,291	41,967	51,477	57,721	42,434
KISHWAUKEE	12	15,900	28,371	37,285	41,794	50,111	34,920
REND LAKE	2	22,000	22,000	25,836	29,672	29,672	25,836
SAUK VALLEY	3	36,179	36,179	36,179	42,825	42,825	38,394
ILLINOIS EASTERN	--	--	--	--	--	--	--
ILLINOIS VALLEY	4	31,250	31,700	36,975	50,435	59,069	41,067
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	3	31,422	31,422	36,000	41,240	41,240	36,221
LEWIS & CLARK	--	--	--	--	--	--	--
LOGAN	7	26,796	34,279	40,106	46,345	46,925	39,016
MC HENRY	9	41,180	52,200	64,670	66,410	69,890	59,418
BELLEVILLE	4	40,685	49,199	59,277	61,155	61,468	55,177
BLACK HAWK	16	14,227	22,294	31,882	49,338	58,294	35,060
HEARTLAND	--	--	--	--	--	--	--
ILLINOIS CENTRAL	4	42,305	47,603	53,100	54,370	55,440	50,986
LINCOLN LAND	2	40,837	40,837	50,314	59,791	59,791	50,314
PARKLAND	3	27,196	27,196	29,678	50,237	50,237	35,704
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	2	57,938	57,938	59,106	60,273	60,273	59,106
ELGIN	9	33,991	51,156	63,237	71,040	78,764	61,450
MORTON	1	58,011	58,011	58,011	58,011	58,011	58,011
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	12	34,987	40,446	46,483	63,599	71,901	50,575
WAUBONSEE	4	32,410	36,453	40,496	48,605	56,714	42,529
CHICAGO	--	--	--	--	--	--	--
DUPAGE	32	31,018	60,105	67,372	77,139	77,942	66,557
HARPER	21	35,703	43,951	49,852	75,540	83,026	57,545
JOLIET	--	--	--	--	--	--	--
LAKE COUNTY	2	26,227	26,227	27,872	29,517	29,517	27,872
MORAINE VALLEY	19	21,768	32,112	41,245	48,120	68,126	41,359
OAKTON	19	45,859	69,364	76,893	82,035	83,976	72,927
TRITON	11	33,315	38,567	52,555	55,735	73,675	50,747
TOTAL/AVERAGES	222	$32,776	$38,904	$44,637	$51,124	$54,677	$50,580
Lowest Low/Highest High		$13,977				$83,976	

-- = Not Applicable

SOURCE OF DATA Salary Submission (C1)

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Table 12

FISCAL YEAR 1999 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES: LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	19	$17,000	$30,300	$31,000	$40,170	$44,373	$33,486
SANDBURG	47	18,630	22,000	26,291	33,330	39,130	27,245
SHAWNEE	26	23,700	24,287	28,189	35,286	41,017	29,699
SOUTHEASTERN	10	11,980	31,164	33,848	35,092	42,686	31,131
SPOON RIVER	24	19,500	26,890	28,088	32,574	47,508	29,313
WOOD	31	17,139	23,923	25,378	34,175	53,560	28,803
DANVILLE	44	19,250	22,550	27,406	31,585	49,766	28,382
HIGHLAND	24	17,000	25,639	28,055	32,880	38,500	28,927
KASKASKIA	1	35,820	35,820	35,820	35,820	35,820	35,820
KISHWAUKEE	47	16,985	24,708	29,238	37,444	49,844	31,123
REND LAKE	56	18,209	24,010	26,542	30,606	53,960	28,142
SAUK VALLEY	21	27,610	29,000	34,203	37,306	63,599	36,445
ILLINOIS EASTERN	90	14,333	23,312	27,352	34,667	65,326	29,513
ILLINOIS VALLEY	28	15,080	28,090	31,073	33,801	51,821	31,288
KANKAKEE	48	16,092	22,086	25,836	31,512	50,568	27,014
LAKE LAND	66	13,094	25,010	31,239	34,857	56,116	30,393
LEWIS & CLARK	50	19,182	21,500	24,146	29,225	59,780	27,656
LOGAN	69	20,738	26,359	30,717	36,155	58,500	32,345
MC HENRY	48	22,955	24,502	29,953	33,706	41,109	29,958
BELLEVILLE	65	22,880	30,600	34,942	44,308	76,195	38,761
BLACK HAWK	129	18,583	28,710	33,633	42,606	64,418	36,106
HEARTLAND	20	26,784	29,310	30,875	34,069	37,642	31,750
ILLINOIS CENTRAL	105	19,344	25,650	30,120	40,965	66,560	33,518
LINCOLN LAND	72	17,033	28,250	31,823	37,661	48,316	32,287
PARKLAND	87	20,928	28,217	32,514	38,285	81,498	34,649
RICHLAND	32	20,500	26,000	28,264	37,889	65,773	32,262
ROCK VALLEY	28	27,104	33,871	43,719	47,136	63,257	42,809
ELGIN	76	24,407	36,597	41,622	48,895	64,520	42,579
MORTON	35	18,355	25,645	28,518	31,976	54,976	30,749
PRAIRIE STATE	40	20,443	27,891	32,206	36,274	70,240	35,113
SOUTH SUBURBAN	38	17,508	23,486	29,833	36,540	49,698	30,247
WAUBONSEE	45	19,151	27,248	31,517	41,580	54,500	33,715
CHICAGO	308	16,696	34,585	39,473	47,464	81,105	40,953
DUPAGE	168	20,545	36,498	42,543	49,966	76,003	43,417
HARPER	115	28,392	38,480	44,200	49,754	78,000	44,714
JOLIET	27	26,832	28,621	33,561	36,713	46,613	33,455
LAKE COUNTY	93	18,239	29,827	35,375	43,028	86,454	40,802
MORAINE VALLEY	87	17,930	25,620	31,013	40,887	60,055	33,900
OAKTON	96	24,801	33,834	40,504	44,840	66,489	41,050
TRITON	75	20,069	37,835	44,193	50,151	67,074	44,098
TOTAL/AVERAGES	2,490	$20,271	$28,198	$32,371	$38,279	$57,559	$35,943
Lowest Low/Highest High		$11,980				$86,454	

SOURCE OF DATA: Salary Submission (C1)

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Section VI

FISCAL YEAR 1999 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1999. The weighted average administrative staff salary ranged from a low of $38,253 to a high of $86,486. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1999 salaries; and the median fiscal year 1999 salaries of administrative staff for each district reporting data. Administrative staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (nonteaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1999 was $61,563. The lowest reported administrative salary was $17,043 and the highest was $175,744. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1999 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Administrative Salaries	$17,043	$ 58,232	$ 34,938
Average Administrative Salaries	$38,253	$ 86,486	$ 61,563*
Highest Administrative Salaries	$46,200	$175,744	$115,911
Median Administrative Salaries	$39,500	$ 84,425	$ 56,724

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 1999 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	4	$27,810	$32,405	$39,500	$44,100	$46,200	$38,253
SANDBURG	20	34,800	43,242	49,145	66,395	104,259	55,625
SHAWNEE	13	39,182	43,744	45,125	53,966	100,304	52,980
SOUTHEASTERN	30	17,160	31,702	41,380	51,322	92,260	44,469
SPOON RIVER	14	33,495	37,696	40,720	60,888	94,000	53,207
WOOD	28	32,680	39,272	42,330	51,371	100,000	47,906
DANVILLE	28	25,132	35,136	47,216	60,662	116,148	51,417
HIGHLAND	25	23,920	37,856	51,434	62,732	93,580	49,852
KASKASKIA	28	17,043	32,919	40,528	51,140	94,286	42,783
KISHWAUKEE	15	40,068	53,183	63,000	72,701	131,000	66,664
REND LAKE	26	28,000	40,136	49,750	59,000	98,500	52,242
SAUK VALLEY	16	40,046	51,401	58,698	65,587	114,025	60,925
ILLINOIS EASTERN	32	26,775	35,339	46,683	68,148	110,250	53,281
ILLINOIS VALLEY	21	21,443	40,575	49,272	60,605	103,083	52,946
KANKAKEE	57	21,000	28,350	41,578	52,586	104,186	46,661
LAKE LAND	17	44,100	47,374	56,357	87,698	112,000	67,206
LEWIS & CLARK	39	27,810	35,020	46,501	63,771	109,566	50,190
LOGAN	34	31,200	43,154	54,579	67,185	103,753	57,041
MC HENRY	39	30,769	44,651	55,195	76,638	133,046	61,471
BELLEVILLE	31	38,790	55,162	64,661	77,802	100,000	66,331
BLACK HAWK	12	40,640	71,850	76,129	85,230	120,000	78,141
HEARTLAND	24	33,723	42,154	53,032	65,822	115,967	57,870
ILLINOIS CENTRAL	33	32,175	51,650	64,480	75,240	125,965	65,267
LINCOLN LAND	49	34,243	46,016	55,809	62,780	106,240	57,078
PARKLAND	33	33,584	56,223	67,550	74,978	129,451	66,385
RICHLAND	18	38,295	49,877	58,160	68,600	111,661	60,887
ROCK VALLEY	47	30,593	43,215	53,501	52,126	120,000	54,368
ELGIN	33	39,369	51,700	60,249	68,378	112,000	62,727
MORTON	13	52,160	58,880	65,764	74,799	108,000	69,453
PRAIRIE STATE	30	29,885	38,415	50,246	65,211	112,435	54,701
SOUTH SUBURBAN	29	38,503	54,516	64,277	79,718	103,000	66,737
WAUBONSEE	22	45,000	50,000	62,200	69,000	145,000	65,733
CHICAGO	148	35,000	58,652	70,000	81,125	175,744	73,928
DUPAGE	46	54,295	75,579	84,425	94,596	151,162	86,486
HARPER	37	58,232	68,141	75,920	86,078	155,000	80,358
JOLIET	75	30,013	40,394	45,642	56,945	121,775	52,152
LAKE COUNTY	46	34,850	48,124	70,187	85,281	128,544	69,052
MORAINE VALLEY	23	37,380	49,753	66,000	84,030	144,042	70,675
OAKTON	27	56,755	71,210	79,333	96,138	135,000	84,150
TRITON	28	41,600	51,828	62,400	73,869	155,000	66,497
TOTALS/AVERAGES	1,290	$34,938	$47,162	$56,724	$68,856	$115,911	$61,563
Lowest Low/Highest High		$17,043				$175,744	

SOURCE OF DATA: Salary Submission (C1)

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Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

A summary of the fiscal year 1999 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1999. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 1999 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State* Average
District Executive Officer	$92,260	$170,000	$117,223
Chief Campus Administrator	$70,000	$123,072	$101,869
Chief Finance Officer	$55,263	$130,104	$ 84,522
Chief Academic Officer	$49,000	$117,127	$ 85,755
Student Services Officer	$23,920	$106,872	$ 71,787
Dean-Baccalaureate Education	$46,000	$103,662	$ 73,071
Dean-Occupational Career Education	$45,829	$ 92,645	$ 71,599
Dean-Continuing Education	$49,485	$121,775	$ 67,204
Director-Data Processing Info Technology	$47,000	$111,395	$ 68,694
Director-Research & Planning	$29,885	$ 96,138	$ 59,880
Director-Admissions and Records	$27,810	$ 85,281	$ 54,406
Director-Counseling	$37,505	$ 94,819	$ 56,927
Director-Financial Aid	$31,980	$ 76,825	$ 50,921
Director-Job Placement	$27,248	$ 70,589	$ 43,068
Director-Student Activities	$29,675	$ 85,281	$ 50,511
Director-Library LRC	$30,769	$102,104	$ 55,802
Director-Development Grants	$30,000	$ 85,000	$ 58,433
Director-Public Information Relations	$27,287	$ 92,645	$ 49,303
Director-Personnel Human Resources	$33,660	$110,000	$ 65,353
Director-Business Services	$34,009	$ 92,172	$ 59,268
Director-Physical Facilities Grounds	$33,495	$ 86,814	$ 60,111
Director-Adult Education	$30,126	$ 97,236	$ 54,759
Director-Athletics	$36,987	$ 86,306	$ 57,120
Controller	$33,660	$ 79,450	$ 57,100

*Weighted

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Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$				$				$				$			
SANDBURG	104,259	1	7	1					75,480	1	8	2	73,630	1	9	2
SHAWNEE	100,304	1	2	1									67,097	1	11	2
SOUTHEASTERN	92,260	1	3	1					78,054	1	7	2	70,980	1	33	2
SPOON RIVER	94,000	1	2	1					71,881	1	3	2	68,952	1	3	2
WOOD	100,000	1	2	1					70,040	1	1	4	71,070	1	1	4
DANVILLE	116,148	1	10	1					83,757	1	9	2	80,865	1	1	2
HIGHLAND	93,580	1	7	1					66,843	1	6	2	70,675	1	12	2
KASKASKIA	94,286	1	4	1					55,263	1	0	2				
KISHWAUKEE	131,000	1	20	1	94,954	1	14	2	63,525	1	21	2	79,049	1	5	3
REND LAKE	98,500	1	8	1	70,000	1	0	2	77,000	1	7	2	49,000	1	18	4
SAUK VALLEY	114,025	1	12	1					63,775	1	4	2	81,753	1	5	2
ILLINOIS EASTERN	110,250	1	3	1	84,604	4	5	2	68,150	1	22	3	62,651	4	3	4
ILLINOIS VALLEY	103,083	1	3	1					86,993	1	25	2	84,782	1	2	2
KANKAKEE	104,186	1	11	1					86,171	1	14	2	86,235	1	8	2
LAKE LAND	112,000	1	11	1					92,874	1	1	2	81,500	1	0	2
LEWIS & CLARK	109,566	1	7	1	83,197	1	6	2					85,218	1	6	2
LOGAN	103,753	1	9	1					90,000	1	25	2	85,568	1	7	2
MC HENRY	133,046	1	1	1					90,061	1	18	2	91,524	1	13	2
BELLEVILLE	100,000	1	1	1					90,000	1	0	2	91,720	1	9	2
BLACK HAWK	120,000	1	5	1	79,960	1	12	2	85,159	1	2	2	85,422	1	2	1
HEARTLAND	115,967	1	7	1					83,900	1	2	2	87,900	1	7	2
ILLINOIS CENTRAL	125,965	1	10	1					94,180	1	19	2	94,180	1	19	2
LINCOLN LAND	106,240	1	6	1					60,000	1	2	2				
PARKLAND	129,451	1	8	1					84,305	1	5	2	103,333	1	6	2
RICHLAND	111,661	1	9	1					68,600	1	0	3				
ROCK VALLEY	120,000	1	1	1												
ELGIN	112,000	1	0	1									94,225	1	1	2
MORTON	108,000	1	3	1												
PRAIRIE STATE	112,435	1	7	1					96,233	1	23	2	91,172	1	1	2
SOUTH SUBURBAN	103,000	1	2	1					86,437	1	2	2	100,014	1	6	2
WAUBONSEE	145,000	1	17	1					90,000	1	0	2	94,000	1	9	2
CHICAGO	170,000	1	1	1	123,072	7	4	2	130,104	1	2	2	110,000	1	0	2
DUPAGE	151,162	1	4	1					110,685	1	29	2	107,447	1	3	2
HARPER	155,000	1	1	1					107,376	1	2	2	117,127	1	6	2
JOLIET	109,000	1	3	1					94,099	1	2	2	105,000	1	2	1
LAKE COUNTY	128,544	1	2	1					104,164	1	3	2	105,164	1	2	2
MORAINE VALLEY	144,042	1	7	1					66,000	1	2	2	106,779	1	4	2
OAKTON	135,000	1	3	1					117,647	1	27	2	107,946	1	2	2
TRITON	155,000	1	6	1					85,000	1	0	2	93,000	1	1	2
NUMBER OF PERSONS	39				15				34				37			
AVERAGES	$117,223				$101,869				$84,522				$85,755			

* As of census date

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Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$				$				$				$			
SANDBURG	77,130	1	12	2									60,830	1	6	4
SHAWNEE	67,097	1	23	2												
SOUTHEASTERN	66,652	1	2	2					74,019	1	4	2	55,251	1	22	4
SPOON RIVER	55,701	1	8	3					60,888	1	8	3	52,000	1	0	4
WOOD	70,107	1	2	4									63,591	1	21	2
DANVILLE	67,436	1	8	4									52,788	1	11	4
HIGHLAND	23,920	1	1	4	65,927	2	27	4	64,669	1	17	4				
KASKASKIA					71,300	1	3	2	62,400	1	1	3	64,580	1	23	2
KISHWAUKEE	71,666	1	18	4									66,514	1	19	4
RED LAKE	57,000	2	2	2-4												
SAUK VALLEY	63,775	1	3	2	67,398	1	30	3					59,255	1	4	3
ILLINOIS EASTERN	42,304	2	7	4												
ILLINOIS VALLEY	67,775	1	19	2					67,932	1	29	3	49,679	1	1	3
KANKAKEE	78,368	1	10	2					64,256	1	1	3	90,138	1	16	4
LAKE LAND	98,106	1	19	2					87,698	1	3	3	56,562	1	3	4
LEWIS & CLARK	73,262	1	6	2					67,737	1	5	4	67,237	1	5	4
LOGAN	87,776	1	29	2	73,620	1	1	3								
MC HENRY	68,750	1	0	3									68,865	1	21	4
BELLEVILLE	77,802	1	18	2	78,854	2	20	4	78,767	3	19	4				
BLACK HAWK	71,163	1	5	4	70,254	1	4	4	72,537	1	3	4	76,742	1	10	4
HEARTLAND	76,769	1	6	3												
ILLINOIS CENTRAL	65,335	1	4	4	87,315	1	18	4	71,950	1	4	4				
LINCOLN LAND	90,820	1	1	2					82,097	1	17	4	53,167	1	4	4
PARKLAND	74,157	1	6	3					75,564	1	1	3	68,857	1	7	4
RICHLAND	72,851	1	0	3	70,380	1	1	4	67,524	1	5	3	61,464	1	5	3
ROCK VALLEY	74,744	1	14	3	73,620	1	3	3	73,426	1	3	3	49,485	1	3	4
ELGIN																
MORTON	80,037	1	3	2	72,548	1	24	4	63,897	1	11	4	59,238	1	6	4
PRAIRIE STATE	69,072	1	19	3	58,654	1	0	3	51,352	1	0	3	65,211	1	11	2
SOUTH SUBURBAN	97,343	1	9	2					89,958	1	6	4				
WAUBONSEE	65,500	1	24	3	46,000	1	1	4	45,829	1	0	4				
CHICAGO	66,448	9	4	3-4	73,954	6	3	4	68,483	5	3	4	65,809	10	5	4
DUPAGE	91,662	1	3	4	103,662	1	23	4	92,645	1	13	4	94,596	1	30	4
HARPER	106,437	1	13	2												
JOLIET	89,440	1	1	2					78,000	1	1	4	121,775	1	27	4
LAKE COUNTY	74,723	1	1	3									78,474	1	14	4
MORAINE VALLEY	92,697	1	7	2	77,596	1	15	4	83,279	1	12	4	84,030	1	15	4
OAKTON	106,872	1	12	2												
TRITON	62,400	1	1	4	75,000	1	0	4					73,705	1	6	4
NUMBER OF PERSONS	47				23				29				35			
AVERAGES	$71,787				$73,071				$75,[illegible]				$67,204			

* As of census date

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Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$				$				$				$			
SANDBURG	51,580	1	3	6					58,630	1	19	4				
SHAWNEE	49,585	1	2	4									40,575	1	9	4
SOUTHEASTERN	47,000	1	3	6	45,510	1	4	3	42,306	1	2	6	50,543	1	4	4
SPOON RIVER	49,440	1	1	4												
WOOD	51,500	1	1	4					42,150	1	4	4				
DANVILLE									36,506	1	1	4	41,900	1	6	4
HIGHLAND	54,080	1	2	4	57,000	1	1	4	51,830	1	8	4	51,434	1	30	4
KASKASKIA					40,000	1	0	4	32,149	1	5	6				
KISHWAUKEE	72,701	1	20	3					54,479	1	5	4				
REND LAKE					57,338	1	17	4								
SAUK VALLEY	67,562	1	4	3	51,450	1	1	4								
ILLINOIS EASTERN																
ILLINOIS VALLEY	50,977	1	12	3					40,575	1	1	3				
KANKAKEE	69,280	1	8	3					62,432	1	13	4	64,654	1	9	4
LAKE LAND	81,900	1	1	4					56,357	1	7	4				
LEWIS & CLARK	64,924	1	27	4					46,940	1	6	4	42,772	1	5	4
LOGAN	59,659	1	17	4					46,294	1	3	4				
MC HENRY	74,434	1	2	4	64,698	1	6	4								
BELLEVILLE	62,081	1	15	4	39,095	1	18	4	59,500	1	0	4	67,741	1	8	4
BLACK HAWK	75,000	1	11	4												
HEARTLAND	62,838	1	1	3	41,792	1	0	3	27,810	1	2	4	51,920	1	7	4
ILLINOIS CENTRAL	64,900	1	2	4	65,555	1	1	2	50,485	1	6	6	59,440	1	4	6
LINCOLN LAND	61,413	1	6	4					75,000	1	0	4	42,059	1	0	4
PARKLAND	74,978	1	0	3	57,923	1	15	3	59,220	1	4	4	49,737	1	1	4
RICHLAND	49,877	1	?	6					67,153	1	5	3				
ROCK VALLEY									56,500	1	0	4	50,889	1	3	4
ELGIN	68,378	1	3	4	58,749	1	3	4	55,231	1	8	4	60,249	1	1	6
MORTON	74,799	1	11	4					58,801	1	3	4	54,000	1	0	4
PRAIRIE STATE	72,144	1	14	4	29,885	1	0	6	41,471	1	6	6	37,505	1	1	6
SOUTH SUBURBAN	67,006	1	6	4	71,163	1	7	4								
WAUBONSEE	80,000	1	2	3												
CHICAGO					84,471	1	4	3	56,666	8	4	5				
DUPAGE	106,761	1	14	2	84,209	1	7	4	65,338	1	2	4	80,454	1	6	5
HARPER	111,395	1	6	2	68,141	1	2	4								
JOLIET	72,000	1	0	4	65,244	1	13	4	56,945	1	3	4	94,819	1	30	4
LAKE COUNTY	83,459	1	5	3					85,281	1	26	4				
MORAINE VALLEY	80,168	1	9	4	47,119	1	12	4	56,500	1	0	4				
OAKTON	85,097	1	2	3	96,138	1	13	3	70,801	1	2	4	84,000	1	11	4
TRITON	70,000	1	1	4	72,126	1	6	3	48,586	1	4	4				
NUMBER OF PERSONS	33				20				36				18			
AVERAGES	$68,694				$59,880				$54,406				$56,927			

* As of census date

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Stu. Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$37,000	1	1	4	$				$				$42,000	1	1	4
SANDBURG	46,710	1	4	4									63,840	1	14	4
SHAWNEE	43,838	1	12	4												
SOUTHEASTERN	40,454	1	2	6	39,151	1	8	6					48,675	2	19	4
SPOON RIVER													47,699	1	13	3
WOOD	43,289	1	4	4	32,680	1	1	4	37,660	1	1	4	33,660	1	1	4
DANVILLE	33,956	1	1	4	47,400	2	3	3-4					49,056	1	5	3
HIGHLAND													54,166	1	15	4
KASKASKIA	38,520	1	0	4	33,324	1	6	4	44,686	1	10	3				
KISHWAUKEE																
REND LAKE					42,220	1	8	4								
SAUK VALLEY	61,967	1	32	4												
ILLINOIS EASTERN	35,667	2	13	4									36,984	4	15	4
ILLINOIS VALLEY					44,742	1	14	4					45,000	1	0	3
KANKAKEE	53,881	1	11	4	27,248	1	2	4	29,675	1	5	4				
LAKE LAND																
LEWIS & CLARK	46,501	1	6	4	27,810	1	0	4					41,327	1	2	4
LOGAN	31,980	1	1	4	64,000	1	3	4	37,891	1	4	4	31,980	1	0	4
MC HENRY					41,358	1	2	4					30,769	1	0	4
BELLEVILLE	45,860	1	3	4					38,790	1	8	4	77,696	1	30	4
BLACK HAWK																
HEARTLAND	50,929	1	6	4									37,642	1	1	4
ILLINOIS CENTRAL	63,265	1	14	6									77,005	1	3	6
LINCOLN LAND	48,316	1	7	4					36,929	1	0	4	62,780	1	12	4
PARKLAND	55,211	1	10	4	70,589	1	9	4	37,782	1	0	4	60,025	1	10	4
RICHLAND	38,606	1	5	6	43,341	1	19	6	49,743	1	15	6	71,509	1	17	3
ROCK VALLEY	63,718	1	18	4	43,057	1	8	6	55,942	1	3	4	59,165	1	5	4
ELGIN	49,963	1	4	4	44,449	1	9	4	44,940	1	2	4	83,102	1	27	4
MORTON													58,880	1	8	4
PRAIRIE STATE	36,737	1	3	6	33,000	1	0	6	58,452	1	13	3	56,000	1	13	3
SOUTH SUBURBAN									44,322	3	3	6				
WAUBONSEE																
CHICAGO	63,485	7	5	5					62,166	2	6	4				
DUPAGE	76,825	1	4	4					67,381	1	8	4	102,104	1	13	4
HARPER	58,261	1	4	4					68,236	1	18	4				
JOLIET	47,383	1	1	6	48,383	1	0	6	53,539	1	0	6				
LAKE COUNTY	68,951	1	17	5	41,381	1	5	6	85,281	1	29	4	94,962	1	27	3
MORAINE VALLEY	37,380	1	8	4	46,751	1	15	4	40,169	1	15	4	60,775	1	5	4
OAKTON									66,841	1	13	4	69,390	1	8	4
TRITON	47,000	1	2	4									74,032	1	7	4
NUMBER OF PERSONS	35				19				22				31			
AVERAGES	$50,921				$43,068				$50,511				$55,802			

* As of census date

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$				$				$				$			
SANDBURG					40,180	1	5	4								
SHAWNEE					44,437	1	7	4					41,017	1	4	4
SOUTHEASTERN	36,050	1	1	6	39,272	2	10	4-6								
SPOON RIVER																
WOOD	48,985	1	1	3	41,759	1	8	4	33,660	1	1	4				
DANVILLE					27,287	2	6	4	68,921	1	12	4				
HIGHLAND					37,856	1	2	6	37,856	1	10	5	44,179	1	8	4
KASKASKIA					32,513	1	3	2								
KISHWAUKEE	63,000	1	4	2												
REND LAKE					44,166	1	19	4								
SAUK VALLEY					52,562	1	4	4	43,170	1	6	5				
ILLINOIS EASTERN					31,019	2	15	4	44,915	1	14	4	34,009	4	10	4
ILLINOIS VALLEY	30,000	1	0	3	35,662	1	10	3	45,680	1	8	3				
KANKAKEE					62,586	1	8	2					55,564	1	9	4
LAKE LAND					49,652	1	15	5					47,374	1	8	4
LEWIS & CLARK	63,771	1	9	4	48,286	1	4	4								
LOGAN	45,643	1	7	4	55,929	1	13	4	47,595	1	1	4				
MC HENRY	85,000	1	0	2	47,905	1	2	4	67,397	1	2	3	54,735	1	2	4
BELLEVILLE	66,329	1	13	4					76,815	1	15	2				
BLACK HAWK									75,515	1	4	4				
HEARTLAND	42,415	1	0	3	39,273	1	0	3	39,273	1	0	3				
ILLINOIS CENTRAL	64,480	1	1	4	50,500	1	1	6	82,965	1	22	4				
LINCOLN LAND	47,036	1	13	4	55,808	1	3	4	77,030	1	24	4	62,968	1	4	4
PARKLAND	64,491	1	6	3	56,223	1	5	3	77,652	1	2	2				
RICHLAND	51,750	1	2	3	38,295	1	1	4	46,710	1	4	3				
ROCK VALLEY	46,974	1	1	4	62,222	1	23	4	57,634	1	1	4	66,721	1	3	3
ELGIN	48,010	1	5	4	68,241	1	27	4	65,022	1	8	4	60,810	1	31	4
MORTON					71,304	1	27	4	83,466	1	18	2	52,160	1	15	4
PRAIRIE STATE	58,452	1	8	3	48,726	1	8	4	55,373	1	7	4	58,407	1	10	3
SOUTH SUBURBAN									94,539	1	9	4				
WAUBONSEE	65,000	1	0	3	53,500	1	11	2	53,500	1	7	2	50,000	1	0	4
CHICAGO	74,632	2	3	3-4	47,000	1	1	5	110,000	1	0	2	67,833	8	4	4
DUPAGE	80,454	1	8	4	92,645	1	16	4	102,883	1	12	4	64,097	1	4	4
HARPER	62,400	1	1	4					86,462	1	17	4				
JOLIET					55,000	1	0	4	55,475	1	0	4	67,713	1	19	4
LAKE COUNTY	51,362	1	9	5	59,760	1	7	5	73,468	1	9	4	92,172	1	21	3
MORAINE VALLEY					48,425	1	14	4	55,697	1	3	4				
OAKTON	73,091	1	14	4	90,028	1	2	4	71,210	1	6	4	73,689	1	16	4
TRITON													89,200	1	8	3
NUMBER OF PERSONS	23				35				28				28			
AVERAGES	$58,433				$49,303				$65,353				$59,268			

* As of census date

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$				$				$				$46,200	1	2	4
SANDBURG					45,460	1	3	4					45,460	1	3	6
SHAWNEE																
SOUTHEASTERN	40,000	1	0	4	30,126	1	2	6					51,322	1	5	6
SPOON RIVER	33,495	1	6	3	37,696	1	4	3								
WOOD	42,510	1	1	4	39,669	1	10	4					33,660	1	1	4
DANVILLE	57,169	1	22	4	40,612	1	5	3					55,740	1	12	6
HIGHLAND	50,132	1	5	4	37,856	1	3	4	44,027	1	4	5				
KASKASKIA	44,981	1	8	3									36,142	1	14	3
KISHWAUKEE																
REND LAKE	59,000	1	3	4									45,000	1	3	4
SAUK VALLEY	54,337	1	4	4					40,046	1	5	5				
ILLINOIS EASTERN																
ILLINOIS VALLEY	39,241	1	1	3												
KANKAKEE	65,401	1	20	4	42,305	1	2	4	49,775	1	5	4				
LAKE LAND	44,100	1	1	4	45,754	1	6	4								
LEWIS & CLARK	53,324	1	8	4	42,848	1	2	4	78,684	1	6	2	63,740	1	1	4
LOGAN	47,229	1	3	4	46,294	1	2	4								
MC HENRY	63,253	1	2	3	44,651	1	0	4	55,000	1	8	4	64,117	1	3	3
BELLEVILLE	56,061	1	16	4	70,949	1	27	4	52,759	1	19	4	57,585	1	28	4
BLACK HAWK																
HEARTLAND	58,000	1	0	3	39,748	1	0	4					54,144	1	7	3
ILLINOIS CENTRAL	76,520	1	19	4									67,615	1	5	4
LINCOLN LAND	70,342	1	3	3	63,739	1	12	4								
PARKLAND	78,544	1	10	3												
RICHLAND	52,736	1	0	4	54,855	1	1	4					45,855	1	4	3
ROCK VALLEY	65,163	1	14	4	41,332	1	7	4	58,839	1	9	4	45,909	1	3	4
ELGIN	83,102	1	5	4	51,700	1	1	6	40,427	1	12	4	59,187	1	19	4
MORTON	65,764	1	11	4												
PRAIRIE STATE	68,612	1	22	4	47,000	1	1	4	36,987	1	6	6	36,000	1	0	6
SOUTH SUBURBAN													70,553	2	1	4
WAUBONSEE	72,000	1	29	3	50,000	1	12	4					69,000	1	7	3
CHICAGO	86,814	1	4	3	68,904	7	6	4								
DUPAGE					82,222	1	9	4	86,306	1	6	5	73,141	1	2	4
HARPER	78,339	1	6	4									73,008	1	2	4
JOLIET	57,963	1	0	4	58,645	1	15	4	52,000	1	3	4	79,450	1	18	4
LAKE COUNTY	71,793	1	8	4					75,394	1	29	4	53,056	1	9	5
MORAINE VALLEY	65,102	1	12	4	49,753	1	18	4	50,899	1	15	4				
OAKTON					97,236	1	13	4	78,538	1	26	4	73,966	1	8	4
TRITON	62,400	1	3	4												
NUMBER OF PERSONS	31				30				14				24			
AVERAGES	$60,111				$54,759				$57,120				$57,100			

* As of census date

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Section VIII

SUMMARY OF FISCAL YEAR 1999 MONTHLY CLASSIFIED AND OTHER (NONTEACHING) PROFESSIONAL STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1999 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED AND OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1999*

	Number of Employees	Low Salary	High Salary	Average Salary
Accountant I	34	1,603	4,237	2,490
Accountant II	30	1,693	5,067	2,876
Account Clerk I	105	1,250	3,073	2,024
Account Clerk II	183	1,330	3,214	2,332
Admissions/Records Clerk	174	1,152	2,318	1,779
Admissions/Records Supervisor	31	1,799	4,498	3,058
Audio/Visual Services Manager	24	1,305	4,432	2,828
Bookstore Manager	28	1,391	4,420	2,881
Clerk Typist	571	1,182	2,427	1,883
Computer Operator I	70	1,417	2,626	2,016
Computer Operator II	44	1,409	4,160	2,324
Computer Programmer I	16	2,042	3,449	2,525
Computer Programmer II	31	1,754	4,174	2,783
Computer Systems Analyst	28	1,799	5,541	3,820
Custodian	596	1,399	2,807	1,907
Custodian Supervisor	58	1,659	4,501	2,817
Data Entry Clerk	33	1,316	2,881	2,093
Library Clerk	172	900	3,564	1,941
Programmer/Analyst	33	2,124	5,271	3,425
Purchasing Clerk	25	1,368	3,094	2,035
Purchasing Supervisor	17	1,792	5,470	3,425
Receptionist/Switchboard	88	1,077	2,795	1,806
Secretary-General	708	1,133	2,758	1,865
Secretary-Administrative	389	1,663	3,046	2,278
Secretary-Executive	134	2,000	4,350	2,886
Security Guard/Officer	130	1,449	3,171	2,100
Security Supervisor	25	1,844	5,116	3,405
Shipping/Receiving Clerk	66	1,191	3,025	2,077

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

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Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1998

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1998. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

SUMMARY OF AVERAGE FISCAL YEAR 1998 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range Low	- High	State Average
Administrative	$2,482	$12,479	$6,045
9-Month Teaching Faculty	$1,662	$11,975	$5,765
12-Month Teaching Faculty	$1,802	$ 8,657	$5,467
9-Month Other Professional (Nonteaching)	$2,031	$ 8,750	$5,810
12-Month Other Professional (Nonteaching)	$1,881	$ 8,746	$5,092
Classified	$1,975	$12,039	$5,299

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1998

	Health Insurance	Health Insurance Family	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp.	Unemploy. Insurance	Disability	Free or Partial Tuition for Family	Other
METROPOLITAN	X			X	X		X	X	X		X	
SANDBURG	X		X	X	X		X	X	X		X	X
SHAWNEE	X			X			X	X	X		X	
SOUTHEASTERN	X			X	X		X	X	X		X	
SPOON RIVER	X	X		X			X	X	X		X	X
WOOD	X	X	X	X			X	X	X	X	X	X
DANVILLE	X		X				X	X	X		X	X
HIGHLAND	X	X	X	X	X		X	X			X	X
KASKASKIA	X	X		X			X	X	X		X	
KISHWAUKEE	X	X	X	X			X	X	X		X	X
REND LAKE	X			X			X	X	X		X	X
SAUK VALLEY	X	X		X			X	X	X		X	X
ILLINOIS EASTERN	X		X	X			X	X			X	
ILLINOIS VALLEY	X	X		X	X		X	X	X			
KANKAKEE	X		X	X			X	X	X	X	X	X
LAKE LAND	X	X		X			X	X	X		X	
LEWIS & CLARK	X	X	X	X			X	X	X	X		
LOGAN	X	X		X			X	X	X		X	
MC HENRY	X	X		X			X	X			X	X
BELLEVILLE	X	X		X			X	X	X		X	X
BLACK HAWK	X	X	X	X			X			X	X	X
HEARTLAND	X	X	X	X			X			X	X	
ILLINOIS CENTRAL	X	X	X	X			X	X	X	X	X	X
LINCOLN LAND	X		X	X			X	X	X		X	
PARKLAND	X	X	X	X			X	X	X	X	X	X
RICHLAND	X	X	X	X			X	X	X	X	X	
ROCK VALLEY	X	X	X	X			X	X	X		X	X
ELGIN	X	X	X	X			X	X			X	
MORTON	X			X			X	X	X		X	X
PRAIRIE STATE	X	X		X	X		X	X	X	X	X	X
SOUTH SUBURBAN	X		X	X	X		X	X			X	X
WAUBONSEE	X	X	X	X			X	X	X	X	X	X
CHICAGO	X		X	X			X	X	X	X		
DUPAGE	X	X	X	X		X	X	X	X		X	X
HARPER	X	X	X	X	X		X			X	X	
JOLIET	X	X		X				X	X		X	
LAKE COUNTY	X		X	X			X	X	X	X	X	X
MORAINE VALLEY	X			X			X	X	X	X	X	X
OAKTON	X	X	X	X			X	X	X		X	X
TRITON	X	X	X	X	X				X		X	X
TOTALS	39	26	24	38	9	1	37	35	31	14	36	24

*Usually for select administrators only
SOURCE OF DATA: Salary Submission (C2)

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Table 20

FISCAL YEAR 1998 ANNUAL COST OF FRINGE BENEFITS FOR FULL TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative			9 Mos. Faculty			12 Mos. Faculty		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
METROPOLITAN	18	$72,042	$4,002	5	$19,131	$3,826	4	$13,302	$3,326
SANDBURG	21	142,965	6,808	56	272,358	4,864	6	27,620	4,603
SHAWNEE	8	19,857	2,482	40	66,494	1,662	1	1,802	1,802
SOUTHEASTERN	29	99,441	3,429	48	141,202	2,942	11	37,712	3,428
SPOON RIVER	15	96,988	6,466	38	216,727	5,703			
WOOD	32	160,820	5,026	19	81,684	4,299	21	98,610	4,696
DANVILLE	17	78,990	4,646	49	173,226	3,535	1	3,754	3,754
HIGHLAND	24	169,387	7,058	45	262,537	5,834			
KASKASKIA	30	111,944	3,731	50	188,599	3,772	7	25,793	3,685
KISHWAUKEE	13	49,067	3,774	68	246,264	3,622			
REND LAKE	24	98,996	4,125	60	217,510	3,625			
SAUK VALLEY	17	94,494	5,558	49	137,682	2,810	1	3,159	3,159
ILLINOIS EASTERN	32	98,355	3,074	86	250,599	2,914	19	61,055	3,213
ILLINOIS VALLEY	10	124,793	12,479	67	320,563	4,785			
KANKAKEE	61	216,927	3,556	53	203,324	3,836			
LAKE LAND	16	82,708	5,169	99	490,350	4,953			
LEWIS & CLARK	38	119,676	3,149	77	224,179	2,911			
LOGAN	27	129,007	4,778	97	468,900	4,834			
MC HENRY	37	213,453	5,769	77	467,084	6,066			
BELLEVILLE	29	137,406	4,738	109	440,147	4,038	2	7,475	3,738
BLACK HAWK	11	63,729	5,794	131	700,156	5,345	2	10,093	5,047
HEARTLAND	24	80,560	3,357	16	44,332	2,771	30	95,656	3,189
ILLINOIS CENTRAL	35	188,579	5,388	167	846,414	5,068			
LINCOLN LAND	54	293,967	5,444	120	572,500	4,771			
PARKLAND	33	168,466	5,105	159	788,601	4,960			
RICHLAND	22	107,417	4,883	58	288,612	4,976			
ROCK VALLEY	46	288,220	6,266	117	703,117	6,010	7	46,410	6,630
ELGIN	26	214,843	8,263	104	757,967	7,288			
MORTON	15	185,347	12,356	50	598,731	11,975			
PRAIRIE STATE	43	293,967	6,836	79	305,867	3,872			
SOUTH SUBURBAN	29	195,137	6,729	117	599,641	5,125			
WAUBONSEE	23	150,912	6,561	68	439,598	6,465			
CHICAGO	122	919,981	7,541	590	5,155,668	8,738	61	528,074	8,657
DUPAGE	47	372,930	7,935	281	1,914,487	6,813			
HARPER	40	402,156	10,054	188	1,281,725	6,818			
JOLIET	151	1,136,955	7,530	160	1,297,169	8,107			
LAKE COUNTY	42	224,276	5,340	148	327,339	2,212			
MORAINE VALLEY	23	156,853	6,820	153	1,041,473	6,807			
OAKTON	27	159,996	5,926	132	833,782	6,317			
TRITON	28	172,306	6,154	148	702,375	4,746	6	18,144	3,024
	1,339	$8,093,913	$6,045	4,178	$24,088,114	$5,765	179	$978,659	$5,467

SOURCE OF DATA: Salary Submission (C2)

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Table 20
(Continued)
FISCAL YEAR 1998 ANNUAL COST OF FRINGE BENEFITS
FOR FULL TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	9 Month Other Prof. Staff			12 Month Other Prof. Staff			Classified Staff		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
METROPOLITAN			$	21	$99,253	$4,726	29	$107,067	$3,692
SANDBURG	4	18,771	4,693	40	176,362	4,409	55	219,928	3,999
SHAWNEE				10	22,603	2,260	28	61,636	2,201
SOUTHEASTERN	2	6,285	3,143	17	64,925	3,819	34	82,189	2,417
SPOON RIVER	1	7,574	7,574	22	113,612	5,164	32	199,682	6,240
WOOD				26	106,465	4,095	44	169,220	3,846
DANVILLE	2	7,546	3,773	39	144,577	3,707	94	354,030	3,766
HIGHLAND				25	120,194	4,808	59	255,570	4,332
KASKASKIA	4	14,229	3,557	1	3,588	3,588	34	122,948	3,616
KISHWAUKEE	13	44,816	3,447	29	110,857	3,823	74	265,765	3,591
REND LAKE				56	202,119	3,609	47	163,057	3,469
SAUK VALLEY	3	6,094	2,031	15	55,966	3,731	40	132,632	3,316
ILLINOIS EASTERN	2	7,249	3,625	83	229,871	2,770	69	209,653	3,038
ILLINOIS VALLEY				27	138,369	5,125	60	282,705	4,712
KANKAKEE				48	159,820	3,330	70	244,083	3,487
LAKE LAND	14	65,710	4,694	50	234,717	4,694	77	368,675	4,788
LEWIS & CLARK				46	131,907	2,868	91	179,687	1,975
LOGAN				63	251,267	3,988	81	307,745	3,799
MC HENRY	9	60,349	6,705	48	245,314	5,111	60	265,780	4,430
BELLEVILLE	4	9,812	2,453	59	195,562	3,315	132	466,317	3,533
BLACK HAWK	7	35,945	5,135	5	22,216	4,443	223	1,036,691	4,649
HEARTLAND				23	43,267	1,881	27	56,652	2,098
ILLINOIS CENTRAL	6	24,324	4,054	11	56,068	5,097	254	1,219,748	4,802
LINCOLN LAND	3	9,897	3,299	72	247,591	3,439	129	413,179	3,203
PARKLAND	18	86,528	4,807	121	536,493	4,434	99	412,468	4,166
RICHLAND				28	118,571	4,235	67	251,880	3,759
ROCK VALLEY	4	18,440	4,610	54	281,423	5,212	134	766,780	5,722
ELGIN	9	58,445	6,494	70	471,989	6,743	97	810,905	8,360
MORTON							92	1,107,625	12,039
PRAIRIE STATE	5	16,702	3,340				124	404,807	3,265
SOUTH SUBURBAN	13	67,423	5,186	110	547,127	4,974	106	599,060	5,652
WAUBONSEE	5	33,774	6,755				113	711,416	6,296
CHICAGO	54	472,487	8,750	259	2,265,158	8,746	504	4,405,248	8,741
DUPAGE	32	215,670	6,740				446	2,597,507	5,824
HARPER	23	127,863	5,559	156	814,816	5,223	241	1,297,174	5,382
JOLIET							132	999,749	7,574
LAKE COUNTY	14	37,930	2,709	7	30,860	4,409	185	817,510	4,419
MORAINE VALLEY	19	127,015	6,685	70	494,458	7,064	167	1,124,146	6,731
OAKTON	20	121,885	6,094				255	1,142,208	4,479
TRITON	12	51,876	4,323	62	290,717	4,689	218	923,801	4,238
	302	$1,754,639	$5,810	1,773	$9,028,102	$5,092	4,823	$25,556,923	$5,299

SOURCE OF DATA: Salary Submission (C2)

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Section X

FISCAL YEAR 1999
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 summarizes fiscal year 1999 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

SUMMARY OF FISCAL YEAR 1999 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	0.0%	10.2%	5.3%
Faculty (9 and 12 Months)	0.0%	8.1%	5.5%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	8.4%	5.1%
Classified	0.0%	8.8%	4.5%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 1999 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT	ADMINISTRATIVE	TEACHING FACULTY	OTHER PROFESSIONAL	CLASSIFIED
METROPOLITAN	0.0 %	0.0 %	0.0 %	0.0 %
SANDBURG	8.7	6.1	6.5	6.3
SHAWNEE	3.5	5.1	3.5	3.5
SOUTHEASTERN	8.0	5.4	8.4	4.0
SPOON RIVER	3.0	5.0	3.0	4.0
WOOD	4.8	7.0	3.4	8.8
DANVILLE	4.0	4.5	4.0	6.0
HIGHLAND	4.1	5.9	4.0	4.9
KASKASKIA	5.1	4.1	6.7	5.5
KISHWAUKEE	4.0	5.0	4.0	5.0
REND LAKE	6.5	4.4	7.0	4.4
SAUK VALLEY	5.1	5.6	5.9	4.9
ILLINOIS EASTERN	5.3	2.6	7.4	5.0
ILLINOIS VALLEY	3.5	4.0	3.5	3.5
KANKAKEE	6.1	6.2	5.9	5.5
LAKE LAND	8.3	6.5	5.3	6.7
LEWIS & CLARK	5.1	3.3	4.3	3.9
LOGAN	5.3	4.1	6.4	5.0
MC HENRY	4.4	4.4	4.3	4.3
BELLEVILLE	4.0	4.0	4.0	4.0
BLACK HAWK	5.2	7.3	7.4	5.2
HEARTLAND	4.5	4.5	4.5	4.5
ILLINOIS CENTRAL	4.3	4.5	3.6	4.2
LINCOLN LAND	4.6	5.0	4.6	4.6
PARKLAND	5.0	5.2	5.0	5.0
RICHLAND	3.5	3.9	3.9	5.0
ROCK VALLEY	4.0	3.8	4.3	4.4
ELGIN	4.6	7.1	5.3	5.5
MORTON	4.6	4.8	--	4.6
PRAIRIE STATE	8.6	6.0	8.0	4.3
SOUTH SUBURBAN	4.2	5.0	3.8	3.6
WAUBONSEE	3.5	4.0	4.3	4.5
CHICAGO	10.2	7.8	6.3	3.5
DUPAGE	4.6	8.1	4.5	5.2
HARPER	4.0	4.0	4.0	4.0
JOLIET	4.0	4.0	4.0	4.0
LAKE COUNTY	2.5	4.0	3.5	3.0
MORAINE VALLEY	5.0	5.0	5.0	5.0
OAKTON	5.0	5.3	5.3	4.2
TRITON	4.0	5.0	4.8	4.3
TOTALS/AVERAGES	5.3 %	5.5 %	5.1 %	4.5 %

SOURCE OF DATA: Faculty/Staff/Salary Submission (C2)

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Section XI

FISCAL YEAR 1998 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 compares the contractual base salaries reported for fiscal year 1998 and the average total salaries paid to full-time faculty in fiscal year 1998. The fiscal year 1998 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1997 to June 30, 1998.

The state weighted average total fiscal year salary paid to faculty in fiscal year 1998 for those districts reporting data is $7,159 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 1998. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 1998 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 1998 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 1998 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 1998 Full-Time Average Faculty Contractual Base Salary	FY 1998 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
METROPOLITAN	$39,727	$42,812	$3,085	7.8%
SANDBURG	42,301	48,122	5,821	13.8%
SHAWNEE	39,357	43,932	4,576	11.6%
SOUTHEASTERN	38,830	44,616	5,786	14.9%
SPOON RIVER	38,388	42,351	3,963	10.3%
WOOD	33,160	34,972	1,813	5.5%
DANVILLE	37,027	46,481	9,453	25.5%
HIGHLAND	46,527	52,689	6,162	13.2%
KASKASKIA	43,018	48,300	5,282	12.3%
KISHWAUKEE	39,765	46,106	6,341	15.9%
REND LAKE	42,110	49,553	7,443	17.7%
SAUK VALLEY	39,250	46,130	6,879	17.5%
ILLINOIS EASTERN	37,594	44,156	6,563	17.5%
ILLINOIS VALLEY	42,112	44,031	1,919	4.6%
KANKAKEE	46,654	56,346	9,692	20.8%
LAKE LAND	38,166	49,891	11,725	30.7%
LEWIS & CLARK	46,150	52,718	6,568	14.2%
LOGAN	44,737	51,723	6,986	15.6%
MCHENRY	48,863	60,450	11,587	23.7%
BELLEVILLE	51,699	66,221	14,522	28.1%
BLACK HAWK	47,720	53,993	6,273	13.1%
HEARTLAND	38,766	38,562	(204)	-0.5%
ILLINOIS CENTRAL	43,247	56,257	13,009	30.1%
LINCOLN LAND	52,012	53,493	1,481	2.8%
PARKLAND	50,359	56,511	6,152	12.2%
RICHLAND	41,343	48,681	7,338	17.7%
ROCK VALLEY	47,203	52,601	5,398	11.4%
ELGIN	62,293	75,546	13,253	21.3%
MORTON	53,026	54,754	1,728	3.3%
PRAIRIE STATE	47,797	54,496	6,699	14.0%
SOUTH SUBURBAN	51,657	63,800	12,143	23.5%
WAUBONSEE	47,191	51,844	4,653	9.9%
CHICAGO	57,090	52,577	(4,513)	-7.9%
DUPAGE	59,756	72,917	13,161	22.0%
HARPER	58,844	69,736	10,892	18.5%
JOLIET	53,878	63,738	9,860	18.3%
LAKE COUNTY	68,830	82,980	14,150	20.6%
MORAINE VALLEY	50,646	67,576	16,930	33.4%
OAKTON	64,361	77,119	12,758	19.8%
TRITON	58,201	75,464	17,263	29.7%
WEIGHTED AVERAGES	$51,357	$58,516	$7,159	13.9%

SOURCE OF DATA: Salary Submission (C1)

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Table 24

FISCAL YEAR 1998 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
METROPOLITAN	$37,795	$33,809	$20,192
SANDBURG	56,286	28,929	18,119
SHAWNEE	51,519	29,492	19,215
SOUTHEASTERN	46,675	37,524	19,108
SPOON RIVER	52,640	33,687	17,705
WOOD	46,966	28,170	20,775
DANVILLE	52,129	28,583	18,149
HIGHLAND	55,313	30,326	19,496
KASKASKIA	70,720	47,418	26,153
KISHWAUKEE	67,821	32,868	22,452
REND LAKE	49,415	29,111	21,893
SAUK VALLEY	61,195	36,931	21,539
ILLINOIS EASTERN	52,636	30,013	20,609
ILLINOIS VALLEY	58,363	31,847	20,639
KANKAKEE	51,595	27,937	21,456
LAKE LAND	60,792	31,756	20,940
LEWIS & CLARK	49,250	29,231	22,069
LOGAN	56,013	32,459	20,503
MCHENRY	54,438	39,093	20,508
BELLEVILLE	62,387	40,874	25,174
BLACK HAWK	79,738	35,732	21,264
HEARTLAND	68,949	28,932	21,558
ILLINOIS CENTRAL	66,067	36,245	23,501
LINCOLN LAND	56,415	32,816	24,287
PARKLAND	67,986	35,584	28,685
RICHLAND	64,134	33,954	20,731
ROCK VALLEY	52,104	44,604	24,083
ELGIN	61,290	47,947	29,795
MORTON	69,361	33,049	25,687
PRAIRIE STATE	56,423	39,160	22,937
SOUTH SUBURBAN	74,089	41,313	22,947
WAUBONSEE	63,260	36,499	24,261
CHICAGO	57,305	32,141	25,233
DUPAGE	86,747	49,783	28,148
HARPER	80,966	48,841	30,026
JOLIET	51,673	34,434	28,240
LAKE COUNTY	77,763	48,743	28,957
MORAINE VALLEY	71,128	37,785	21,392
OAKTON	84,133	47,717	30,527
TRITON	67,404	48,352	27,032
WEIGHTED AVERAGES	$61,289	$38,201	$24,579

SOURCE OF DATA: Salary Submission (C1)

Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1995 TO 1999

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

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Table 25

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS IN ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEARS 1995 TO 1999*

	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999
Faculty (9 Month)	$47,418	$48,843	$50,095	$51,812	$53,417
Faculty (12 Month)	$34,697	$35,127	$36,433	$40,128	$42,180
Administrators (12 Month)	$54,761	$56,092	$57,951	$59,569	$61,563
Other Professionals (9 Month)	$46,734	$43,355	$44,432	$46,304	$50,400
Other Professionals (12 Month)	$31,246	$33,164	$34,047	$35,414	$35,943

*Due principally to extensive negotiations, not all colleges submitted salary data for every year reported in this table.

SOURCE OF DATA: ICCB Salary Reports